

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case

10-CA-36958

Date Filed

8-13-07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer EarthLink, Inc.		b. Number of workers employed 5000+
c. Address (Street, city, state, and ZIP code) 1375 Peachtree Street Atlanta, GA 30303	d. Employer Representative Staci Hagan	e. Telephone No. 404-815-0770 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Internet Service Company	g. Identify principal product or service Information technology	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

My employment was terminated on (b) (6), (b) (7)(C) 2007 for refusing to relinquish taped conversations that I was a party to involving myself and other employees in discussions surrounding discriminatory practices of the company related to my then pending EEOC complaint. All taped conversations involved myself and one or more parties about EarthLink's business practices and our efforts to find relief from EarthLink's discriminatory practices.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) I declare under penalty of perjury that the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) an individual
(Print type name and title or office, if any)

Address (b) (6), (b) (7)(C) (Telephone No.) 8/13/07 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-36962

Date Filed

AUGUST 14, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Martin Foods, LLC		b. Number of workers employed 4
c. Address (Street, city, state, and ZIP code) 945 Pike Road Birmingham AL 35218-	d. Employer Representative Emad (?) Owner	e. Telephone No. (205)785-4781 Fax No. () -
f. Type of Establishment (factory, mine, wholesaler, etc.) retail convenience store		g. Identify principal product or service sold gasoline, snack foods, beverages, etc.
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above-named Employer, by its supervisors and agents, constructively discharged its employee (b) (6), (b) (7)(C) because of (b) (6) concerted protected activities for the mutual aid and protection of (b) (6), (b) (7)(C) and (b) (6) fellow employees. The employer caused (b) (6) resignation because (b) (6) and other employees complained about not receiving an itemized list of deductions from their wages..

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

() -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I declare the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) charge) An Individual

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(b) (6)

(fax) () -

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-36977	8-22-07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Hamilton Mill Child Development		b. Number of workers employed 10
c. Address (street, city, state, ZIP code) 4226 Hamilton Mill Rd. Buford, GA 30519	d. Employer Representative Amy Ray Director	e. Telephone No. 770-945-0156
f. Type of Establishment (factory, mine, wholesaler, etc.) Private School		g. Identify principal product or service Education
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2007, the above-named Employer terminated employees (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and for having been engaged in protected concerted activities, specifically for having contacting the State of Georgia seeking unemployment benefits.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code)		4b. Telephone No.
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I, (b) (6), (b) (7)(C) have read the above charge and the statements are true to the best of my knowledge and belief.		
By <input checked="" type="checkbox"/> (b) (6), (b) (7)(C)	Title An Individual	
Signature of representative or person signing charge (b) (6), (b) (7)(C)	Telephone No.	Fax No.
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Date X 8/15/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case
10-CA-36980

Date Filed
8-27-07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mattress King		b. Number of workers employed aprox 40
c. Address (Street, city, state, and ZIP code) 6470 Dawson blvd Norcross Georgia 30093	d. Employer Representative Gloria Harrell, owner.	e. Telephone No. 770-416-8554
		Fax No. 770-447-1134
f. Type of Establishment (factory, mine, wholesaler, etc.) Retail	g. Identify principal product or service mattresses	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On august 15th, 2007 Mattress King emailed a document " Sales Representative Agreement". we where told to bring the document signed to a Sunday August 19th 2007 company meeting. The document was written in terms that the average employee could not understand. We hired an attorney to review the document. The employees held a meeting Saturday august 18 th 2007, after company hours. the employer was informed of the meeting of the employees. 11 employees attended to hear what the lawyer said about the document. It was recommended that we not sign. We discussed terms of pay and benefits that we felt needed to be addressed in the agreement. The group elected me to be the spokesman on their behalf. We were sent an email Saturday august 18th after hours, received by employees Sunday, stating no one had to sign the document and there would be an open discussions at the company meeting.

I read the employees list of concerns, Sunday, at the company meeting. The owners became angry and I was escorted out of the room and asked to leave the premises.

I was told to report the next day at 12pm. and I was [REDACTED]. The general manager quit over conscience regarding the agreement. A second employee [REDACTED] was fired on [REDACTED] for speaking up about the matter on the email site [REDACTED] was to be fired on [REDACTED] the same day I was fired [REDACTED] did not attend [REDACTED] must attend a meeting [REDACTED] and turn over the list of the 11 employees to keep [REDACTED] job. all employees must sign this document by the deadline [REDACTED].

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

The statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

(Fax)

(b) (6), (b) (7)(C)

(Telephone No.)

August 23rd 2007

(date)

Address

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

10-CA-36987

Date Filed

8-28-07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mattress King		b. Number of workers employed approximately 40	
c. Address (Street, city, state, and ZIP code) 6470 Dawson Blvd. Norcross, GA 30093		d. Employer Representative Robert Bostwick	e. Telephone No. 770 416-8554 Fax No. 770 447-1134
f. Type of Establishment (factory, mine, wholesaler, etc.) retail sales		g. Identify principal product or service mattressess	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>3</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

on august 15th I was presented with a contract to sign by my company and turn in by august 19th, a group of us hired a lawyer to read the contract and we also met to discuss a union or at least a contract talk with our employers- our lawyer wanted to represent us in contract talks as the contract presented to us was in our lawyers opinion was one sided, and mostly illegal or immoral. on the day of august 19th I went to the company meeting on my own time and in the meeting I talked first for us and let (b) (6), (b) (7)(C) know that our lawyer wanted to talk to (b) (6), (b) (7)(C) about negotiations and then our representative (b) (6), (b) (7)(C) spoke on our behalf- the owner said we were petty and so was our wants of health care, retirement and returning the pay scale to what it was. (b) (6), (b) (7)(C) and I were fired for hiring a lawyer on august 20th. Also, during the meeting (b) (6), (b) (7)(C) said if we did not want to sign the contract we needed to leave the meeting in which I did, also (b) (6), (b) (7)(C) was fired for agreeing with the sales staff as to the wretchedness of their contract and (b) (6), (b) (7)(C) did not want them to force us to sign it, as (b) (6), (b) (7)(C) thought it was not right

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

Fax No.
none

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)
(Type name and title of filer, if any.)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 8-24-07
(Telephone No.) (date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-36988

Date Filed
8-30-07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MATTHROSS King		b. Number of workers employed APPROX 60
c. Address (Street, city, state, and ZIP code) 6470 DAWSON BLVD NORCROSS GA 30093	d. Employer Representative GLORIA HARRILL	e. Telephone No. 770 476 8554 Fax No. 770 447 1134
f. Type of Establishment (factory, mine, wholesaler, etc.) RETAIL	g. Identify principal product or service MATTHROSS	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>3</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I WAS FIRED BECAUSE I MET WITH 10 OTHER EMPLOYERS TO DISCUSS A CONTRACT OF EMPLOYMENT THAT MY EMPLOYER WANTED ALL OF US TO SIGN. THE OWNER OF THE COMPANY HAS FIRED THE KNOWN ATTENDEES OF THAT MEETING AND HAS THREATENED TO FIRE 1 ATTENDEE UNLESS [REDACTED] GIVES A LIST OF THOSE WHO ATTENDED

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

6. DECLARATION

I declare that the statements are true to the best of my knowledge and belief.

By

(signature)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

8/29/07
(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-36990

Date Filed

/ / August 30, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Pizza, Inc.. (d/b/a Dominos)		b. Number of workers employed about 20)
c. Address (Street, city, state, and ZIP code) 3319 Triana Boulevard Huntsville AL 35805-	d. Employer Representative Nicki Urban Vice President	e. Telephone No. (256)534-7300 127 Fax No. () -
f. Type of Establishment (factory, mine, wholesaler, etc.) restaurant		g. Identify principal product or service pizza

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above-referenced employer, acting through its supervisors and agents, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) suspended its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities.

On or about (b) (6), (b) (7)(C) 2007, the above-referenced employer, acting through its supervisors and agents, (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C), terminated its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

() -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual
(Print/Type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

11-601

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EMPLOY UNDER 44 USC 3512

Case
10-CA-36993

Date Filed
SEPTEMBER 4, 2007

INSTRUCTIONS

File an original and 4 copies of this charge with the National Director for the region in which the alleged unfair labor practices occurred or in occurrence.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

<p>a. Name of Employer Rectical Interior North America</p>	<p>b. Number of workers employed 151</p>
<p>c. Address (street, city, state, ZIP code) 1420 Industrial Park Dr. Tuscaloosa, AL 35410</p>	<p>d. Employer Representative Robert Christman e. Telephone No. 205-561-3310 Fax 205-330-4441</p>
<p>f. Type of Establishment (factory, store, wholesaler, etc.) factory</p>	<p>g. Identify principal products or services interior components for automobiles</p>

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers

4a. Address

111 Plaza Drive, Harrisburg, NC 28075

4b. Telephone No.

704-458-7041

Fax No.

704-454-7054

5. Name of national or international labor organization of which it is an affiliate or constituent unit (When charge is filed by a labor organization) United Steel, Paper and Forestry Rubber Manufacturing Energy Allied Industrial and Service Workers International, USW.

6. DECISION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: Samuel H. Penn, Jr.

Organizer

(Signature of representative or person making charge) S.H.M. Penn

(Title if any)

111 Plaza Drive, Harrisburg, NC 28075

(Address)

454-71065

(Telephone No.)

9-4-07

(Date)

WARNING: FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**Recticel Interiors North America
Attachment to Charge**

1. In or around mid-March 2007, the Employer, through its supervisor (b) (6), (b) (7)(C), threatened to discharge any "blue shirt" (Express Services) employees who supported the Union.
2. In April or May 2007, the Employer, by (b) (6), (b) (7)(C) imposed an overly broad rule prohibiting distribution of Union literature in the work place at all times, in all locations at the Employer's Tuscaloosa facility.
3. On or about May 18, 2007, the Employer, by supervisor (b) (6), (b) (7)(C), created an impression of surveillance when (b) (6) told employees in a meeting that (b) (6), (b) (7)(C) knew of five employees on (b) (6), (b) (7)(C) shift who wanted the Union.
4. On a date in May 2007, the Employer, by supervisor (b) (6), (b) (7)(C), solicited employee grievances and promised to remedy them in order to discourage support for the Union.
5. On or about (b) (6), (b) (7)(C), 2007, the Employer, in order to discourage membership in the Union, cut employee (b) (6), (b) (7)(C)'s overtime hours from fifteen hours per week to five hours per week.
6. On or about May 21, 2007, in order to discourage membership in and support for the Union, imposed new disciplinary rules.
7. On a date in (b) (6), (b) (7)(C), 2007, the Employer reduced (b) (6), (b) (7)(C)'s pay rate by \$2/hour in retaliation for (b) (6), (b) (7)(C) Union activity and to discourage support for the Union.
8. On or about (b) (6), (b) (7)(C), 2007, the Employer, in order to discourage membership in the Union, imposed more onerous working conditions on its employee (b) (6), (b) (7)(C).
9. On or about (b) (6), (b) (7)(C), 2007, the Employer, by its supervisor (b) (6), (b) (7)(C), in order to discourage membership in and support for the Union, cut employee (b) (6), (b) (7)(C) work hours by one hour per day.
10. On or about (b) (6), (b) (7)(C), 2007, the Employer suspended (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities and other concerted protected activities.
11. On or about (b) (6), (b) (7)(C), 2007, the Employer suspended its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities and other concerted protected activities.
12. On or about (b) (6), (b) (7)(C), 2007, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities and other concerted protected activities.
13. On or about the week of May 25, 2007, the Employer, acting through its supervisors and agents, granted wage increases to certain of its employees in order to discourage union support.
14. On or about the week of May 28, 2007, the Employer, acting through its supervisors and agents, solicited employee grievances and promised to remedy them in order to discourage support for the Union.

15. On or about the week of May 28, 2007, the Employer, acting through its supervisors and agents, threatened employees with termination if they supported the union.
16. On or about the week of May 28, 2007, the Employer, acting through its supervisors and agents, gave its employees the impression that their union activities were under surveillance.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-36998

Date Filed

9-6-07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ABF Freightway System, Inc.		b. Number of workers employed In excess of 500
c. Address (street, city, state, ZIP code) 1165 Wilburn Road Conley, GA 30288	d. Employer Representative Mark McMinn	e. Telephone No. 404-363-4480
f. Type of Establishment (factory, mine, wholesaler, etc.) Trucking	g. Identify principal product or service Trucking	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within six months prior to the filing of this charge and continuing, the above named employer has discriminated in hire and tenure of employment or other terms and conditions of employment and in order to discourage membership in a labor organization by discharging and later reinstating with no back pay (b) (6), (b) (7)(C). This action was taken against this employee due to the fact that (b) (6), (b) (7)(C) joined, supported, and assisted the below named labor organization and engaged in concerted activities for the purpose of collective bargaining or other mutual aid or protection, and in order to discourage employees from engaging in such activities.

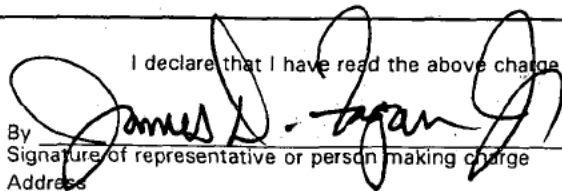
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**Teamsters Local 728**

4a. Address (street and number, city, state and ZIP code) 2540 Lakewood Avenue, S.W., Atlanta, GA 30315	4b. Telephone No. 404-622-0521
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). International Brotherhood of Teamsters	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
Signature of representative or person making charge

Title Attorney

Address
1401 Peachtree St., Suite 238, Atlanta, GA 30309

Telephone No.
404-897-1000

Date
9-5-07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-37009

Date Filed

9/13/07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
EarthLink, Inc.

b. Number of workers employed
5000+

c. Address (Street, city, state, and ZIP code)
1375 Peachtree Street
Atlanta, GA 30303

d. Employer Representative
Staci Hagan

e. Telephone No.
404-815-0770
Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)
Internet Service Company

g. Identify principal product or service
Information technology

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

My employment was terminated on (b) (6), (b) (7)(C) 2007 for refusing to relinquish taped conversations that I was a party to involving myself and other employees in discussions surrounding discriminatory practices of the company related to my then pending EEOC complaint. All taped conversations involved myself and one or more parties about EarthLink's business practices and our efforts to find relief from EarthLink's discriminatory practices.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.

(signature)

(b) (6), (b) (7)(C) an individual

(Print type name and title or office, if any)

Address

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

9/13/07
(date)

INTERNET
FORM NLRB-501
(9-07)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 10-CA-37012
(c-10-CB-8640)Date Filed
9-14-07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AT&T		b. Number of workers employed 50,000
c. Address (Street, city, state, and ZIP code) 2800 Century Center Parkway Atlanta, GA 30425	d. Employer Representative Tina Cannon	e. Telephone No. Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Communication	g. Identify principal product or service Telephone Communication	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Violation ~~Discrimination~~ Punishing me because I engaged in a concerted activity by relieving my job duties.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) and the above charge and that the statements are true to the best of

(b) (6), (b) (7)(C)

B. _____
(signature of representative or person filing charge)

(Print name and title or office, if any)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-37018(P)	SEPT 17, 2007

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer United States Postal Service		b. Number of workers employed hundreds of thousands
c. Address (street, city, state, ZIP code) 612 37 th Street North Birmingham, Alabama 35222	d. Employer Representative Barbara King, Manager	e. Telephone No. (205) 591-5418
f. Type of Establishment (factory, mine, wholesaler, etc.) Postal Service	g. Identify principal product or service mail delivery	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) and (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about September 12, 2007, the above-named Employer reassigned its employee (b) (6), (b) (7)(C) because of Union and concerted protected activities, including (b) (6), (b) (7)(C)</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>		
Full name of party filing charge (if labor organization, give full name, including local name and number) American Postal Workers Union, Local 303		
4a. Address (street and number, city, state and ZIP code) P.O. Box 303; Birmingham, Alabama 35203		4b. Telephone No. (205) 322-8080
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Postal Workers Union, AFL-CIO		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
(b) (6), (b) (7)(C) Signature of representative or person making charge		Title: (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date: 9/17/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-37024Date Filed
/ /Sept 19, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kirkwood by The River Retirement Community		b. Number of workers employed 250
c. Address (Street, city, state, and ZIP code) 3605 Ratliff Road Irondale, AL 35210-4512	d. Employer Representative	e. Telephone No. (205)956-2184 Fax No. (205)956-7133
f. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home	g. Identify principal product or service Geriatric Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) had engaged in protected concerted activity with other employees for their mutual aid and protection.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I, (b) (6), (b) (7)(C), do hereby file this charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

x 9 18 07
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-37032	Date Filed Sept 26, 2007

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CRH North America, Inc.		b. Number of workers employed approximately 400
c. Address (street, city, state, ZIP code) 2541 7th Street South P.O. Box 820 Clanton, Alabama 35046	d. Employer Representative Judy Benson, Human Resources Manager	e. Telephone No. (205) 755-9994
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service seat adjustors for automobiles	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During summer 2007, the Employer denied opportunities for its employee (b) (6), (b) (7)(C) to transfer to first shift because of employees' Union and concerted protected activities.

On or about September 17, 2007, the Employer refrained from granting retroactive effect to the raise given (b) (6), (b) (7)(C) because of employees' Union and concerted protected activities.

On or about September 24, 2007, the Employer, by (b) (6), (b) (7)(C), threatened discharge of its employee (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) would not sign acknowledgement regarding assessment of 1/2 attendance points because of employees' Union and concerted protected activities.

On or about September 24, 2007, the Employer, by (b) (6), (b) (7)(C), at the Employer's Clanton, Alabama facility, coerced employee (b) (6), (b) (7)(C) by advising (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) would discharge (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) heard of (b) (6), (b) (7)(C) talking with other employees in their work areas, even though conversations among employees in their work areas is commonplace. The Employer undertook this action because of employees' Union and concerted protected activities and the conduct has the effect of coercing employees from discussions with one another.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.

Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C), An Individual

4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
---	---

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) Signature of representative or person making charge (b) (6), (b) (7)(C)	Title: An Individual
---	-----------------------------

Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date: 09/26/2007
--	---	----------------------------

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-37033	Date Filed Sept 26, 2007

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Kumi Manufacturing Alabama, LLC (KMA)	b. Number of workers employed Approximately 160	
c. Address (street, city, state, ZIP code) 2543 7 th Street South Clanton, Alabama 35046	d. Employer Representative Matthew Menion	e. Telephone No. (205) 280-1265
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service automotive parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On an occasion in about late March or early April 2007, the above-named Employer, by (b) (6), (b) (7)(C), at the Employer's facility, interrogated employees regarding whether the Union had contacted them.</p> <p>On (b) (6), (b) (7)(C), 2007, the above-named Employer discharged its employees (b) (6), (b) (7)(C) because of its suspicions of employees being engaged in Union and concerted protected activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>		
Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) An Individual		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) filing charge (b) (6), (b) (7)(C)	Title: An Individual	
Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date: 9-26-07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-37034	Date Filed Sept 26, 2007

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Kumi Manufacturing Alabama, LLC (KMA)		b. Number of workers employed Approximately 160
c. Address (street, city, state, ZIP code) 2543 7th Street South Clanton, Alabama 35046	d. Employer Representative Debbie Meeks, Human Resources Representative	e. Telephone No. (205) 280-1265
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service automotive parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about April 13, 2007, the above-named Employer, by (b) (6), (b) (7)(C) at the Employer's facility, directed employees not to complain about unfairness in floater coverage.</p> <p>On (b) (6), (b) (7)(C), 2007, the above-named Employer discharged its employee (b) (6), (b) (7)(C) because of its suspicions of employees being engaged in Union and concerted protected activities, including the Employer's suspicion that employees had engaged in a "protest."</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>		
Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) An Individual		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) Signature of representative of person making charge (b) (6), (b) (7)(C)		Title: An Individual
Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date: September 26, 2007

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-37037(P)

Date Filed

11/9/27/2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Number of workers employed 1000's
c. Address (Street, city, state, and ZIP code) 351 - 24th Street North Birmingham, AL 35203	d. Employer Representative Anna Conner Plt. Manager	e. Telephone No. (205)521-0206 Fax No. () -
f. Type of Establishment (factory, mine, wholesaler, etc.) Postal Service		g. Identify principal product or service Mail & Parcel Delivery
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above-named Employer, by its supervisor of distribution operations, (b) (6), (b) (7)(C), failed to provide the appropriate union steward to (b) (6), (b) (7)(C) during an investigatory meeting that resulted in the issuance of discipline. The steward provided was not certified for the tour being worked by (b) (6), (b) (7)(C).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

National Postal Mailhandlers' Union, Local 317

4a. Address (Street and number, city, state, and ZIP code)

216 North Oporto-Madrid Blvd.

Birmingham, AL 35206

4b. Telephone No.

(205)836-8935

Fax No.

(205)836-8941

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

National Postal Mailhandlers' Union, AFL-CIO

6. DECLARATION

By X John W. Alexander I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.
(signature of representative of person making charge)

John W. Alexander

Local Vice-President

(Print/type name and title or office, if any)

216 North, Oporto-Madrid Blvd.

Address Birmingham, AL 35206

(fax) (205)836-8941

(205)836-8935

(Telephone No.)

x 9-25-07

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-37040

Date Filed

October 3, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UPS		b. Number of workers employed 200
c. Address (Street, city, state, and ZIP code) 113 Winchester Road Huntsville Alabama 35811	d. Employer Representative Emorey Brawley	e. Telephone No. 1-256-859-4571 Fax No. 1-256-772-0425
f. Type of Establishment (factory, mine, wholesaler, etc.) warehouse	g. Identify principal product or service Parcel Delivery Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was illegally discharged in violation of my collective bargaining agreement over an incident that occurred 10 years ago and was resolved per the collective bargaining agreement.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I have charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

(fax)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

9/30/2007

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-37087

Date Filed

10/30/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Employer Name PINKERTON GOVERNMENT SERVICES		b. Number of workers employed Approx. 146
c. Address (street, city, state, ZIP code) Multi-Purpose Building P.O. Box 2000 Soddy Daisy TN 37384-2000	d. Employer Representative David Montooth, Site Project Manager	e. Telephone No. (423) 843-6565
f. Type of Establishment (factory, mine, wholesaler, etc.) Security services	g. Identify principal product or service security	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2007, the Employer suspended employee (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) because (b) (6) engaged in union and/or protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Government Security Officers of America Local 26

4a. Address

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

United Government Security Officers of America

6. DECLARATION

(b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Title (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.
(b) (6), (b) (7)(C)

Date

X

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-37097

Date Filed

November 2, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Community Options, Inc.		b. Number of workers employed about 20
c. Address (Street, city, state, and ZIP code) 645 Highway 195 Jasper AL 35503-	d. Employer Representative Jimmy Gunter Manager	e. Telephone No. (205)384-9353 Fax No. (205)384-8353
f. Type of Establishment (factory, mine, wholesaler, etc.) day program		g. Identify principal product or service day program for mentally retarded and mentally ill
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2007, the above-referenced Employer, acting through its agent and supervisor, (b) (6), (b) (7)(C), terminated its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

() -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(fax) () -

Address (b) (6), (b) (7)(C)

(b) (6)

(b) (6), (b) (7)(C)

cc: I#

10-31-07

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-37101

Date Filed

11-5-07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Best Loading		b. Number of workers employed 21
c. Address (Street, city, state, and ZIP code) 2225 Riverdale Road College Park GA 30349-	d. Employer Representative Tim McAskill	e. Telephone No. (901)466-9228 Fax No. () -
f. Type of Establishment (factory, mine, wholesaler, etc.) service	g. Identify principal product or service loading/unload trucks	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C), the above-named Employer, through its employees, agents, representatives and officers discharged 17 employees including (b) (6), (b) (7)(C) because they complained about and negotiated with the Employer wage increases.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

() -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I file this charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(fax) () -

Address (b) (6), (b) (7)(C)

(b) (6)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

X 11 5 07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-37102Date Filed
/ NOVEMBER 5, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Recticel Interiors North America		b. Number of workers employed 150
c. Address (Street, city, state, and ZIP code) 1420 Industrial Park Drive Tuscaloosa, AL 35410	d. Employer Representative Robert Christian	e. Telephone No. (205)861-1310 Fax No. (205)330-4447
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Automobile Interior Components	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2007, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities on behalf of the United Steelworkers of America (the Union).

On or about (b) (6), (b) (7)(C), 2007, the above-named Employer refused to hire (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership in and activity on behalf of the Union.

On or about (b) (6), (b) (7)(C), 2007, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership in and activities on behalf of the Union.

On or about (b) (6), (b) (7)(C), 2007, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership in and activities on behalf of the Union.

On or about (b) (6), (b) (7)(C), 2007, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership in and activities on behalf of the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Steelworkers of America, AFL-CIO-CLC4a. Address (Street and number, city, state, and ZIP code)
1900 Crestwood Blvd. Suite 302
Birmingham, AL 352104b. Telephone No.
(205)951-1212
Fax No.
(205)951-1699

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Samuel H. Penn, Sr. Samuel H. Penn, Sr.
(Signature of representative or person making charge)

Organizer

(Print type name and title or office, if any)

1900 Crestwood Blvd.
Address Birmingham, AL 35210

(Fax) (205)951-1699

(205)951-1212

(Telephone No.)

11/05/2007

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-27103

Date Filed

November 5, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Gestamp Alabama, Inc.		b. Number of workers employed about 350
c. Address (Street, city, state, and ZIP code) 7000 Jefferson Metropolitan Parkway McCalla AL 35111-	d. Employer Representative Larry Pat Human Resources	e. Telephone No. (205)974-6400 Fax No. () -
f. Type of Establishment (factory, mine, wholesaler, etc.) factory		g. Identify principal product or service manufacture underframe or underbody for Mercedes Benz

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2007, the above-named employer, acting through its supervisor and agent, (b) (6), (b) (7)(C) investigated and disciplined its employee (b) (6), (b) (7)(C) because of (b) (6), union activities and concerted protected activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

() -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I, (b) (6), (b) (7)(C), of the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(fax) () -

Address (b) (6), (b) (7)(C)

(b) (6)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(9-07)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
10-CA-37108Date Filed
11-8-07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CWS Transport		b. Number of workers employed four
c. Address (Street, city, state, and ZIP code) P.O. Box 366006 Atlanta GA	d. Employer Representative Melissa	e. Telephone No. (404)626-5909 Fax No. ()
f. Type of Establishment (factory, mine, wholesaler, etc.) service	g. Identify principal product or service trucking	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2007, the above named Employer, through its officer, representatives and agents discharged its employee (b) (6), (b) (7)(C) because of (b) (6), protected concerted complaints about repairing trucks.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

() -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) is above charge and that the statements are true to the best of my knowledge and belief.

By

charge)

An Individual

(Print/Type name and title or office, if any)

(b) (6), (b) (7)(C)

(fax) () -

11-8-07

Address (b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

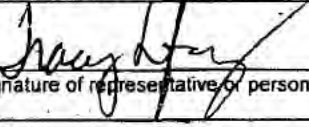
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-37110	Date Filed 11-9-2007

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Gestamp Alabama, Inc.		b. Number of workers employed Approximately 350
c. Address (street, city, state, ZIP code) 7000 Jefferson Metropolitan Parkway McCalla, Alabama 35111	d. Employer Representative Lary Pat, HR Manager	e. Telephone No. (205) 974-6400
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service automotive parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about October 24, 2007, the above-named Employer engaged in interrogation of employees regarding their Union sentiments.</p> <p>On or about October 26, 2007, the above-named Employer engaged in surveillance and photographing of Union handbilling to ascertain its employees' willingness to receive information from the Union and created among employees an impression that it was engaged in surveillance of such activities.</p> <p>On or about (b) (6), (b) (7)(C) 2007, the above-named Employer suspended its employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because of their Union activities.</p> <p>On or about (b) (6), (b) (7)(C) 2007, the above-named Employer discharged its employees (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) Union activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>		
Full name of party filing charge (if labor organization, give full name, including local name and number) International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW		
4a. Address (street and number, city, state and ZIP code) P.O. Box 266; Vance, Alabama 35490	4b. Telephone No. (205) 507-0100	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By  Signature of representative or person making charge Tracey Dorsey		Title: Organizer
Address: P.O. Box 266; Vance, Alabama 35490	Telephone No. (901) 212-6482	Date: 11/9/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-37123	Date Filed November 19, 2007

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer CRH North America, Inc.	b. Number of workers employed approximately 400	
c. Address (street, city, state, ZIP code) 2541 7 th Street South P.O. Box 820 Clanton, Alabama 35046	d. Employer Representative Judy Benson, Human Resources Manager	e. Telephone No. (205) 755-9994
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service seat adjusters for automobiles	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>1. In or about September 2007, the employer issued a "discussion report" to employee (b) (6), (b) (7)(C) because of employees' Union and concerted protected activities and because employees had participated in filing charges with the National Labor Relations Board, given testimony under the National Labor Relations Act, and provided information to employees regarding the Board.; 2. On about September 30, 2007, the employer issued a "3" rating to employee (b) (6), (b) (7)(C) in the category "works well without supervision," rather than a "4" rating as was customary because of employees' Union and concerted protected activities and because employees had participated in filing charges with the National Labor Relations Board, given testimony under the National Labor Relations Act, and provided information to employees regarding the Board.; 3. On occasions in September, October, and November 2007, the Employer, by (b) (6), (b) (7)(C) have disparaged employee (b) (6), (b) (7)(C) by telling (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) has a "bad attitude," a "negative attitude," that (b) (6), (b) (7)(C) has difficulty accepting supervision, that (b) (6), (b) (7)(C) should transfer out of the department, and that (b) (6), (b) (7)(C) is a loaded canon pointed at CRH, because (b) (6), (b) (7)(C) has shared information with other employees about the National Labor Relations Board. (b) (6), (b) (7)(C) disparagement of (b) (6), (b) (7)(C) has been repeated.; 4. On an occasion in about October 2007, (b) (6), (b) (7)(C) threatened discharge by advising employees that if they were unhappy with their jobs they should quit employment.; 5. On an occasion in about mid to (b) (6), (b) (7)(C) 2007, the Employer, by (b) (6), (b) (7)(C), perpetrated offensive bodily contact, a battery, upon the person of employee (b) (6), (b) (7)(C) because of employees' Union and concerted protected activities and because employees had participated in filing charges with the National Labor Relations Board, given testimony under the National Labor Relations Act, and provided information to employees regarding the Board.; 6. On or about November 2, 2007, the employee issued an incident report assigning blame for a broken light to (b) (6), (b) (7)(C) because of employees' Union and concerted protected activities and because employees had participated in filing charges with the National Labor Relations Board, given testimony under the National Labor Relations Act, and provided information to employees regarding the Board. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>		
Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C); An Individual		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) Signature making charge (b) (6), (b) (7)(C)		Title: An Individual
Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date: Nov 16, 2007

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(9-07)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case
10-CA-37147Date Filed
/ / 12-10-2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AT&T Telecommunications, Inc.		b. Number of workers employed 150
c. Address (Street, city, state, and ZIP code) 3196 Highway 280 East Birmingham AL 35242-	d. Employer Representative Steve Wadley Director	e. Telephone No. (205)972-2211 Fax No. () -
f. Type of Establishment (factory, mine, wholesaler, etc.) sales	g. Identify principal product or service sell Internet Services, direct TV and Satellite Services.	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above named employer, acting through its supervisor and agent, (b) (6), (b) (7)(C), terminated its employee (b) (6), (b) (7)(C), because (b) (6), (b) (7)(C) had filed grievances.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

() -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C) making charge)

(b) (6), (b) (7)(C)

(b) (6)

An Individual

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(b) (6)

(fax) () -

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-37150	Date Filed 12-10-2007

jdd

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Siemens VBO Automotive	b. Number of workers employed hundreds of thousands	
c. Address (street, city, state, ZIP code) 100 Electronics Boulevard Huntsville, Alabama 35758	d. Employer Representative Richard Payne, Plant Manager	e. Telephone No. (256) 464-2000
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service automotive parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2007, the Employer suspended its employee, (b) (6), (b) (7)(C), because (b) (6), (b) (7)(C) had requested Union assistance and has filed grievances.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>		
Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C), An Individual		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) Signature of representative of person making charge	(b) (6), (b) (7)(C)	Title: <u>An Individual</u>
Address: (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Date: 12-5-07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)